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TABLE 5.—*Hourly Wage Rates of Industrial Workers in Estonia, Second Half of 1937, by Sex and Industry*

[Average exchange rate of Estonian cent=about 0.27 cent, U. S. currency]

Industry	Average hourly wage rate for enterprises employing—			
	20 workers or more		5 to 19 workers	
	Males	Females	Males	Females
	Senti	*Senti*	*Senti*	*Senti*
Average, all industries	41.2	28.8	33.6	22.2
Mines and quarries	44.8	29.9	32.2	19.8
Peat	45.7	35.2	31.9	19.8
Oil shale mines	45.1	26.8		
All others	30.0	23.6	32.2	
Working of minerals	40.5	20.7	37.8	20.1
Cement	39.2	21.5	43.7	22.2
Ceramic	37.9	22.0	35.1	20.6
Glass	45.9	18.9	36.0	19.8
All others	55.6		40.1	
Metal industry	44.9	26.1	34.6	19.8
Machine building and repairing	41.1	24.9	35.8	
Shipbuilding and repairing	45.0	22.8	34.1	
Railway and streetcar workshops	54.3	33.3	48.2	
All others	41.3	28.0	33.8	19.8
Chemical	38.0	27.2	37.8	22.2
Safety match	47.0	32.3		
Shale oil	37.7	23.0		
All others	33.5	27.2	37.9	22.2
Leather	35.9	22.5	30.5	17.1
Rawhide	37.5	23.4	33.1	20.6
Leather-goods manufacturing	23.8	23.0	22.5	14.9
Textile	34.6	26.6	31.8	22.3
Cotton	33.6	27.5	29.1	29.3
Wool	34.0	26.0	31.8	20.9
Flax	31.6	23.1	41.3	17.2
Cotton-cloth weaving, rayon and knitted wear	41.1	29.1	34.1	26.4
All others	35.8	23.7	27.3	19.9
Woodworking	39.5	25.8	31.4	21.1
Sawmills	34.0	20.2	26.5	17.4
Plywood and furniture manufacturing	44.7	29.8	34.1	30.8
All others	37.4	19.5	34.4	19.4
Paper	39.6	26.5	29.3	20.3
Woodpulp and paper manufacturing	39.7	27.8	27.5	18.1
Paper-goods manufacturing	37.8	24.3	30.9	20.5
Printing industry	48.4	31.5	32.5	21.2
Foodstuffs, spices and beverages, manufacture of	38.1	21.3	31.5	20.5
Flour mills	36.2	20.6	32.3	21.2
Chocolate and candy manufacturing	39.7	19.3	41.2	20.2
Slaughterhouses	37.4	23.3	46.4	27.7
Malt factories and beer breweries	37.9	22.9	41.7	20.7
Tobacco	40.7	27.8		22.1
All others	37.7	20.9	30.6	20.4
Wearing apparel	44.2	24.3	30.3	22.1
Clothing	48.7	24.7	41.8	23.1
Footwear	51.3	27.3	40.6	22.0
Haberdashery and fashion goods	30.3	20.7	25.7	17.6
All others			35.7	26.6
Building	41.7	28.5	39.7	28.0
Construction and repair of buildings	42.4	21.8	39.4	22.9
Exterior construction	40.7	25.8	39.9	
Public utilities	44.9	34.4	39.8	
Electrical power stations	43.3	34.4	33.6	
Gas plants and water-supply systems	50.4		47.7	
Cleaning	37.5	21.0	38.3	21.0

TRANSPORTATION

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Hourly wage rates of transportation workers (except railways and shipping) and of street-railway employees are given in table 6. These rates are for July 1937 and are shown by occupation and sex for the cities of Tallinn and Tarty.

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TABLE 6.—*Hourly Wage Rates of Transportation Workers (Except Railways and Shipping) and Street-Railway Workers in Estonia, July 1937*

Occupation	Hourly wage rates (in sent)			
	Tallinn		Tarty	
	Males	Females	Males	Females
Bus drivers	43.1		34.0	
Bus conductors		23.9		18.7
Streetcars:				
Motormen	33.5			
Conductors	31.6	30.6		
Operators, 1-man cars	45.2			
Truck drivers	40.6			
Transport workers	30.5			
Port workers	64.0	35.3		
Warehouse workers	40.9	21.6		
Common laborers	31.8	28.0		

Wages in Finland [4]

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The labor legislation of Finland provides for an 8-hour day and a 48-hour week for practically every branch of labor with the exception of shipping, household work, and agriculture.

A worker is entitled to a 4-day vacation with full pay after 6 months and to 7 days with full pay after 12 months. Full wages are also paid for December 6, the Finnish Independence Day.

A maximum of 350 hours of overtime per year may be worked by employees over 18 years of age. Time and a half is paid for the first 2 hours and double time for subsequent hours of overtime. Double time is paid for Sunday and holiday work.

AGRICULTURE

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Of the farm laborers paid by the year, over 80 percent receive board; the remainder, in addition to board, receive payment in kind as well as cash wages. Practically all the female workers belong to the latter group. Payment in kind consists chiefly of wearing apparel, but in some cases also food products, land for cultivating potatoes, and grazing rights. In table 7, payments in kind calculated at current prices, but not board, are included in the wages.

TABLE 7.—*Average Annual Wages of Farm Workers in Finland, by Sex, 1936–37 and 1937–38*

[Average exchange rate of markka in 1937 and May 1938=2.2 cents]

Occupation and sex	With board			Without board		
	1936–37	1937–38	Percent of increase	1936–37	1937–38	Percent of increase
Males:	*Markkas*	*Markkas*		*Markkas*	*Markkas*	
Foremen	6,500	7,166	10.7	11,916	13,057	9.4
Hired men	3,237	4,226	28.9	7,509	8,974	18.6
Females:						
Barn maids	4,090	4,680	13.8			
Maids	2,483	3,151	26.9			
Housekeepers	3,567	4,086	13.2			

[4] Report of B. Reath Riggs, American Consul at Helsinki.